

# Understanding Humanitarian Work Psychology through Case Studies and Student Opportunities

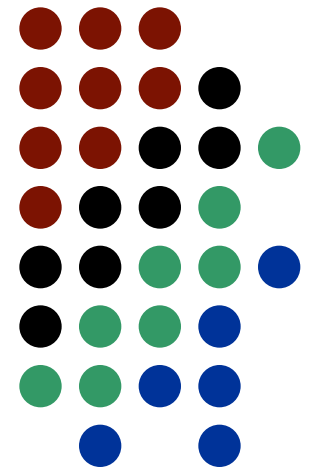
Ishbel McWha  
Massey  
University

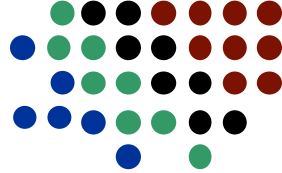
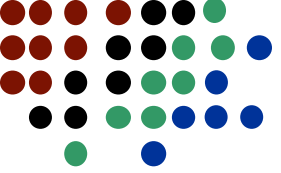
Karen Cheng  
Charles Drew University of  
Medicine and Science

Lori Foster Thompson  
North Carolina State University

Sarah Glavey  
Trinity College Dublin

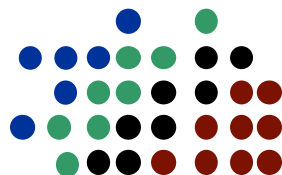
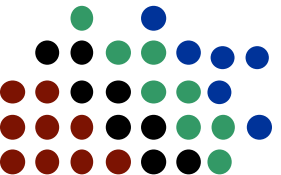
Jeffrey Godbout  
University of Baltimore

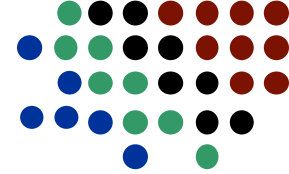
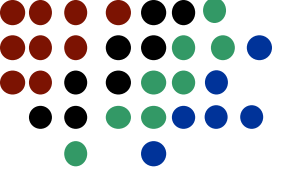




# Purpose of Symposium

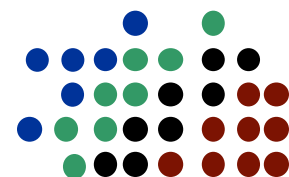
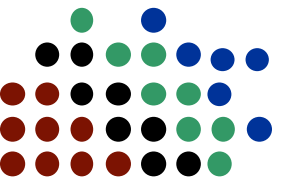
1. Introduce Humanitarian Work Psychology (HWP).
2. Illustrate how I-O can be applied to pro-social issues.
3. Discuss future directions and opportunities for HWP.

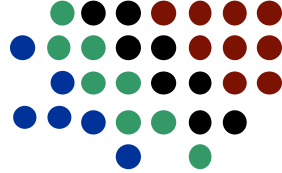
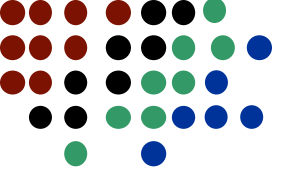




# I-O Psychology

- Long established in business, government, military.
- Less common to aid and development world.
- Carr (2007): Often responsive and adaptive to its social and economic context , though sometimes as a servant of power rather than powerlessness.
- Lefkowitz (2008): Lacks cohesion between its values and the quality of its ethics.
- Conspicuously missing from 11<sup>th</sup> European Congress of Psychology's strand on Peace, Human Rights and Psychology.



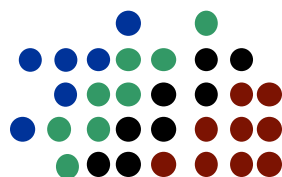
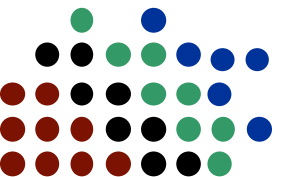


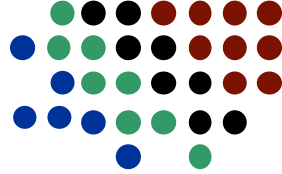
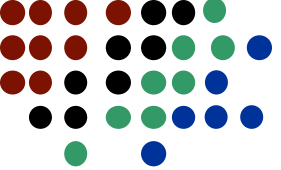
# I-O Psychology

- Need to view I-O from a broad vantage point that includes socially responsible goals.

*“The world can no longer ignore the importance of social capital and social responsibility as an indicator of organizational and country success.”*

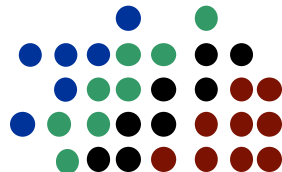
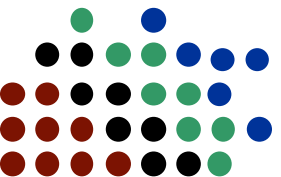
--Anonymous Reviewer





# I-O Psychology

- Clearly, some individuals doing important “pro-social I-O.” But:
  - Often discrete and disconnected efforts.
  - Lacking a collective and strategic aim.
- Need broader participation of larger I-O community.
  - Student participation is especially important.



# Enter: Humanitarian Work Psychology (HWP)

- I-O with a pro-social edge.
- Researching and applying I-O in humanitarian areas, such as poverty reduction. For example:
- Focuses internally on employees and organizations and externally on alignment with the local community.
- Steering Committee: Global Task Force on HWP.
  - Broad representation of low- to high-income countries.

# Potential Gains for I-O

- Strategically carving out a role in the humanitarian work domain will enable:
  - An increase in I-O's impact.
  - Better alignment among our values, ethics, and profession.
  - New settings in which to collect data and test generalizability of theories and best practices.
  - Opportunities for service learning and internships.

## **Service Learning**

A method of teaching, learning and reflecting that combines academic classroom curriculum with meaningful service.

# HWP In Action: The Present And Future

1. **Ishbel McWha, Massey University**
  - *I-O Psychology and Poverty Reduction: Putting Ideas into Practice*
2. **Sarah Glavey, Trinity College Dublin**
  - *Humanitarian Work Psychology: Addressing a Need*
3. **Karen Cheng, Charles Drew University of Medicine and Science**
  - *Development Aid in Sub-Saharan Africa: An I-O Psychology Perspective*
4. **Jeffrey Godbout, University of Baltimore**
  - *Opportunities & Networks for Students Interested in HWP*
5. **You**
  - “We encourage submissions in which diverse and novel perspectives are presented, including sessions in which the audience plays the role of discussant.”